

**WTVY(TV)**  
**EEO PUBLIC FILE REPORT**  
**03/10/2003 – 11/30/2003<sup>1</sup>**

**I. VACANCY LIST**

See **Master Recruitment Source List (MRSL)** for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Reporter	1,2,4-6,9-20,28-30,38,40-42	5
Master Control Operator	1,2,4,6,7,9-21,22-30,40-44	44
Account Executive	1,2,4-26,28-30,34,40-42	42
Account Executive	1,2,4,6-20,23-26,28-30,34-37,40-42,44	42
Account Executive	1,2,4,6-20,23-26,28-30,34-37,40-42,44	42
Assignment Manager	1-20,22-30,40-42	41
Reporter	1,2,4,5,9-17,22-26,28-30,38,40-42	41
Account Executive	1-4,6-25,29,30,34,40-42,44	3
Production Assistant	1,4,6-25,27-29,40-42	42
Production Assistant	2, 4, 6-25, 27-29, 40-42	42
Creative Services Videographer	1,2, 4, 6-25, 27-30, 37-38, 40-42	42

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<sup>1</sup> This report was revised in November 2004 to address certain data and formatting discrepancies.

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**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
1	AL State Employment Service, Carl White 219-223 Plaza II, Dothan, AL 36303 334-792-2121; 334-792-2124 fax (source posts openings on Internet as well)	N	4
2	The Wiregrass Times, Angelina Herbert P. O. Box 1885, Dothan, AL 36302 334-712-0410; 334-794-6876 fax	N	0
3	The Dothan Eagle, Grace Holland P. O. Box 280, Dothan, AL 36302 334-792-3141; 334-712-7975 fax	N	4
4	Job Omni, Jerry Hughes P. O. Box 311954, Enterprise, AL 36331-1954 334-702-9740; 334-393-7400 fax	N	2
5	TVJOBS.com	N	2
6	Alfred Saliba Family Services Center, David E. Duke 301 W. Lafayette Street, Dothan, AL 36301 334-712-0090; 334-794-3900 fax	Y	0
7	African-American Business Coalition, Ernestine Bennett 188 N. Foster St., Suite 105, Dothan, AL 36303 334-673-0798; 334-712-6992	Y	0
8	American Business Women's Association, Bonnie Cline P. O. Box 705, Dothan, AL 36302 334-793-2582	Y	0
9	Troy State Dothan, Debra Pattway P. O. Box 8368, Dothan, AL 36304 334-983-6556 extension 215	N	0
10	Alabama Broadcasters Association, Tina Currier 1316 Alford Avenue, Suite 201, Birmingham, AL 35226 800-211-5189; 205-979-9981 fax <a href="http://www.al-broadcasters.org">www.al-broadcasters.org</a> (source provides Internet and newsletter postings)	N	0

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11	Wallace Community College, Jean Dagostin Rt. 6, Box 62, Dothan, AL, 36303-9234 334-983-3521	N	0
12	Troy State University, Josephine Devane Adams University Center, Suite 110, Troy, AL 36082 334-670-3214 ; 334-640-3101 (fax) career@troyst.edu	N	0
13	Tuskegee Institute, Dr. James Harris; 3 <sup>rd</sup> Floor Carnegie Hall; Tuskegee, AL 36088; 334-727-8255	N	0
14	WUFT-TV, Patricia Dunn-White; P. O. Box 118400; University of Florida, Gainesville, FL 32604 <a href="mailto:p.dunn@jou.ufl.edu">p.dunn@jou.ufl.edu</a> ; 352-392-5968	N	0
15	University of Alabama, Dian Teague 205-348-5848 Box 870293, Tuscaloosa, AL 35487	N	0
16	Alabama State University, Kathryn Williams P. O. Box 271; Montgomery, AL 36104 334-229-4156	N	0
17	Florida A & M University, Barbara Sutton P. O. Box 982; Tallahassee, FL 32307; 850-599-3000	N	0
18	Enterprise Jr. College, Betty Cully; 334-347-2623 U. S. Highway 84 East, Enterprise, AL 36331 bcull@esjc.cc.al.us	N	0
19	Chipola Jr. College, Betty Broome; 850-718-2424 3094 Indian Circle; Marianna, FL 32446; broomeb@chipola.edu	N	0
20	Gulf Coast Community College, Roy Smith 5230 Highway 98, Panama City, FL 32401; 850-872-3810; rsmith@gulfcoast.edu	N	0
21	Washington-Holmes Technical Center, Betty Harris 757 Hoyt Street; Chipley, FL 32401; 850-638-1180	N	0
22	Dothan Urban League, Johnny Smith P. O. Box 1041, Dothan, AL 36302	N	0
23	NAACP, Wade Morrison P. O. Box 457, Dothan, AL 36302	N	0
24	Regional NAACP, Dr. Nelson Rivers Suite 203, 970 Martin Luther King Dr., SW Atlanta, GA 30314	N	0
25	Jacksonville State University, Janet White; 700 Pelham Road North; Jacksonville, AL 36265 256-782-5482	N	0

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26	Mississippi State University, Sandra McDonald P. O. Box P, Mississippi State, MS 39762 <a href="http://www.career.msstate.edu">www.career.msstate.edu</a>	N	0
27	Jackson Academy of Applied Technology; Sandra Waller; 3932 Technology Circle; Marianna, FL 32447; 850-482-9666	N	0
28	University of West Florida, Job Placement Service; G. Moers; 11000 University Parkway, Pensacola, FL 32514; 850-474-2254	N	0
29	Auburn University; Shirley Barnes; 303 Mary Martin Hall; Auburn, AL 36849; 334-844-4744; barnes1@auburn.edu.	N	0
30	University of Georgia, College of Journalism & Mass Communication, Athens, GA 30605; Debi Grayson; Career Center; 706-542-3375	N	0
31	Broadcast Engineering, Brian Huber P. O. Box 12937, Overland Park, KS 66282-2937 800-896-9939, 913-967-1735 fax, brian_huber@intertec.com	N	0
32	Broadcasting & Cable, Antoinette Pellegrino 245 W. 17 <sup>th</sup> Street, New York, NY 10011 212-463-6463, 212-463-6653 fax, <a href="mailto:apellegrino@b&amp;c.cahners.com">apellegrino@b&amp;c.cahners.com</a> ; <a href="http://www.BroacastingCable.com">www.BroacastingCable.com</a>	N	0
33	National Association of Black Engineers 1454 Duke Street, Alexandria, VA 22314 703-683-5312 fax	N	0
34	National Association of Black Sales Professionals 503 S. Oak Park Ave., Oak Park, IL 60304 708-848-6008 fax	N	0
35	Society of Broadcast Engineers 317-253-0418 fax	N	0
36	Electronic Media, Robbie Ehrhardt 740 N. Rush Street, Chicago, IL 60611 312-649-5385; 312-649-7827 fax	N	0
37	NAB Job Bank <a href="http://www.nab.org/bcc">www.nab.org/bcc</a> , 202-429-5497, 202-429-3923 fax	N	0
38	National Association of Black Journalists 11600 Sunrise Valley, Reston, VA 29770 703-476-6245 fax	N	0
39	NC State University, Career Center Box 7303, Raleigh, NC 27695-7303; 919-515-4210 fax	N	0
40	Gray MidAmerica TV Stations	N	0

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41	WTVY(TV) Website, Cynthia Crawford-Ivey ccrawford@wtvynews4.com	N	5
42	WTVY(TV) Bulletin Board, station employees	N	10
43	WTVY(TV) On-air commercial	N	0
44	Walk-ins	N	3
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD:</b>			30

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	Internship Program	WTVY(TV) has an established on-going internship program designed to assist members of the community in acquiring skills needed for broadcast employment. Interns are generally referred directly to the station by a University. The News Director administers the internship program. Three college students interned at WTVY during the covered period – one during the winter semester and two during the summer.
<b>2</b>	Establish training program to help current employees advance in their careers	WTVY(TV) has an established program whereby station personnel are trained to acquire new skills that could qualify them for higher-level positions. WTVY(TV) promotes from within whenever possible. In fact, four higher level positions were filled this year by transferring and training station personnel. These individuals were trained by the station's Production Supervisor and Creative Services Manager.
<b>3</b>	List upper-level openings in job banks or newsletters of media trade groups whose membership includes substantial numbers of women and minorities	WTVY(TV) lists upper-level openings in job banks or newsletters of a media trade group whose membership includes substantial participation of women and minorities, including: National Association of Black Sales Professionals, National Association of Black Engineers, National Association of Black Journalists. HR Assistant notifies these and other sources of job openings.